

# Research on the application of incentive Mechanism in the management of College PE teachers

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**Abstract:** PE teachers are the first resources of college physical education, a set of effective incentive mechanism can fully mobilize the enthusiasm of the majority of PE teachers, improve the quality and efficiency of school physical education. How to establish effective incentive mechanism has become an urgent problem for colleges and universities to deepen the reform of internal management. Therefore, establishing a good teacher incentive mechanism, strengthening and improving the overall quality of teachers is a key problem that every university is facing. This paper makes a systematic analysis of the current situation of the research on the incentive mechanism of college PE teachers, so as to optimize and perfect the incentive mechanism of college PE teachers.

**Keywords:** College PE teachers, Internal management, Incentive mechanism.

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## 1. Introduction

College PE teachers are the first resources of college PE education. Human resource management of PE teachers in colleges and universities refers to all the activities, functions and processes of achieving the development goals of PE in colleges and universities by constantly acquiring high-quality human resources and encouraging the enthusiasm, initiative and creativity of PE teachers in colleges and universities[1].

Incentive is a human-centered management activity based on humanistic theory, which pursues the humanity of management activities. Motivation in the management of college PE teachers refers to the stimulation and encouragement of teachers' enthusiasm through certain means. In the management of PE teachers in colleges and universities, motivation is of great significance as an effective method to stimulate enthusiasm. Incentive mechanism theory is based on institutionalization and human-centered human resource management theory. Incentive mechanism is an important part of human resource management and management of PE teachers in colleges and universities[2]. Establishing effective incentive mechanism plays an important role in attracting and retaining talents, optimizing the structure of PE teachers in colleges and universities and creating a good competitive environment.

## 2. Current Situation of Incentive Mechanism

### 2.1. Personal Income

Since the reform and opening up, although China's economy has made great progress, people's living standards and quality of life have also been greatly improved, but still far from the expected well-off standard of living. Moreover, the value of physical education in colleges and universities has not been fully recognized and valued by the society. Compared with the income of teachers of other disciplines in colleges and universities, the average income of PE teachers is still very low. It is not surprising that the majority of PE teachers have high expectations of salary income. Therefore, the state should pay more attention to the low income of PE

teachers in colleges and universities[3].

### 2.2. Inspection Situation

Human resource performance evaluation is the basis of human resource management decision-making activities, and also one of the most effective means to mobilize teachers' enthusiasm and creativity. The incentive theory of human resource management shows that establishing a scientific and reasonable assessment system is the basis of effective incentive. The correct evaluation of PE teachers' work is beneficial to stimulate their work motivation and promote the realization of physical education development goals in colleges and universities. Even in the evaluation of teachers' achievements, there are many unscientific parts, such as the main body of teaching quality evaluation is mostly experts, leaders, colleagues or teachers' self-evaluation, ignoring the real evaluation subject of students. The misplaced evaluation method weakens the pioneering spirit of teachers to a considerable extent and even leads to the deterioration of physical education teaching quality. Therefore, the establishment of scientific assessment standards and methods is not only related to the potential and strength of college PE teachers, but also related to the improvement of physical education teaching quality[4].

### 2.3. Refresher Training

In recent years, China's colleges and universities have carried out a series of PE teaching reform, and PE teachers are the key of PE teaching reform. The reform of college PHYSICAL education requires college PE teachers to enhance their professional knowledge and skills, which virtually increases the workload of teachers, but teachers do not have enough time and professional space to complete the adjustment of teaching thinking and methods. The best way to solve this contradiction is undoubtedly to improve the quality of teachers in all aspects and develop their potential through further training, so as to better adapt to the needs of college physical education under the new situation. Education and training is the basic project of human resource capacity construction. In the era of knowledge economy, the speed of knowledge update is very fast, every teacher must continue to

learn, in order to keep up with the pace of The Times, so that they remain invincible.

### **3. Problems of Incentives**

#### **3.1. The Backwardness of Incentive Management**

In the research on the management of higher PE teachers, the problem is that there are too many studies on the management of things and things, but the research on the management of people is ignored, especially the research on the development and management of human resources of higher PE teachers. Many college sports managers lack sufficient understanding of the new theory of human resource management. They do not realize that the real bottleneck of the development of physical education in colleges and universities is the lack of a team of high quality PE teachers. They did not look at the significance of PE teacher incentive mechanism construction from the Angle of modern human resource management. They have not reached a consensus on the importance of attracting and gathering talents by creating a good working and living environment. They even believe that the introduction and competition of talents will affect the stability of talents, and the phenomenon of talents idle, talent waste and talent suppression also exists to a considerable extent[5].

#### **3.2. The Lack of Standardization of the Incentive Management System**

In order to evaluate the performance of teachers in a certain period, colleges and universities often carry out performance appraisal on teachers. In the current evaluation of PE teachers in colleges and universities, insufficient attention is paid to the actual performance of teachers, and too many indicators and index weights are put on peripheral indicators. What they pursue is process, attitude and surface. In addition, there are many unscientific parts even in the evaluation of teachers' achievements, ignoring students as the real evaluation subject. This kind of misplaced evaluation method affects the pioneering spirit of college PE teachers, encourages the breeding of some evil tendencies in education, and finally affects the quality of PE teaching. Therefore, the establishment of scientific assessment standards and methods is not only related to the potential and strength of college PE teachers, but also related to the improvement of physical education teaching quality.

### **4. Optimization and Improvement of Incentive Mechanism**

#### **4.1. Establishing an Incentive Mechanism for Teacher Management by Objectives**

The goal theory studies the behavioral motivation from the perspective of the purposiveness of human behavior. Goal theory holds that goal is the most direct motivation to cause behavior, and setting an appropriate goal will make people have the need to achieve this goal. Since it was put forward by Drucker, an American scholar in 1954, management by Objectives (MBO) has generated a strong response in European, American and Japanese enterprises and has been widely applied to other industries and departments, resulting in huge economic and social benefits.

#### **4.2. Constructing Teacher Emotion Management of Incentive Mechanism**

The core of management is managing people, and the core of managing people is managing people's hearts. Most PE teachers are extroverted and emotional. In the management of PE teachers in colleges and universities, institutional constraints are important, but in order to make teachers release their energy to the maximum extent, "emotional motivation" is a feasible way. Emotion is people's attitude and experience to whether objective things meet people's needs, and it is a unique psychological function of human beings. A large number of research results have proved that only in a happy and harmonious atmosphere, the state of mind is excited under the situation is likely to give full play to its talent, make creative achievements. Psychological research shows that people's various needs are the source of their enthusiasm, initiative and creativity. The higher the level of people's needs, the greater the proportion of their spiritual and emotional factors.

The "two-factor" theory of behavioral science shows that the factors that motivate people's enthusiasm are the value of work itself, the sense of achievement in work, and the need of self-realization for recognition of work ability. This theory is very suitable for arousing the enthusiasm of PE teachers. Rational use of the professional characteristics of PE teachers in colleges and universities, stimulate, guide and meet the needs of PE teachers' career achievements, can bring strong motivation for the exertion of PE teachers' enthusiasm. Social psychology shows that all members of social groups have attribution psychology, while teachers' attribution psychology and self-respect psychology are more intense. Teachers hope to get social recognition and praise for their work achievements. Therefore, teachers have strong self-esteem in their self-consciousness, and maintaining their self-esteem can make teachers get spiritual satisfaction. As a special group, PE teachers in colleges and universities have a stronger need for emotion than other groups. In short, the management of PE teachers in colleges and universities in the new period should adapt to the development of socialist market economy and change the traditional management concept and working mode. People can not stick to the previous administrative orders and rules and regulations and other coercive means of management, but need to make more use of emotional factors, through caring for and attaching importance to their emotional factors, arouse the enthusiasm of college PE teachers.

### **5. Conclusion**

In order to better realize the development goal of college physical education and humanized management, we must rationally construct the incentive mechanism of college teachers according to scientific principles. In the construction of incentive mechanism, it is impossible to find a set of incentive mechanism system suitable for all college PE teachers. The school must start from the overall development goal of college physical education, the school should be people-oriented, combined with the characteristics of different needs of college PE teachers, establish the corresponding incentive mechanism system, and promote the realization of organizational goals on the basis of realizing individual goals.

The research on the incentive mechanism of PE teachers in colleges and universities involves all aspects of the personnel

management work in colleges and universities. The establishment and improvement of the incentive mechanism of teachers is a long and systematic project, and each aspect of it involves many specific elements, which are worthy of in-depth and detailed research.

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